



James Howard

Good Afternoon.

This morning a criminal complaint was issued alleging acts by Corrections Officer James Howard that can only be describe as cowardly, a total disregard for human dignity and disgusting. The four-count complaint leaves James Howard facing 100 years in prison if convicted.

This afternoon 28 year-old Corrections Officer James M. Howard will be in intake court to answer for these charges. He has been employed since Jan of 2008.

James Howard has been on administrative suspension since Saturday. This afternoon I will sign an order terminating his employment with this organization so that we can begin to repair the damage done to our organization and to the public trust.

That has to be little consolation to the victims who have to live with this horrific experience for the rest of their lives. They may be jail inmates but they were **not** deserving of the degrading action that James Howard allegedly perpetrated on them. They were vulnerable, locked up with nowhere to run, nowhere to hide.

The collateral damage left behind by James Howard also includes the many employees in the jail who don't engage in this despicable behavior and the public-trust we work so hard to maintain on a daily basis.

Jail inmates make complaints against personnel all the time. After an inquiry the overwhelming majority turn out to be unfounded. This fact can jade the people who investigate these into believing that **all** complaints are untrue and that **all** inmates are lying or are unreliable. To guard against the chance that complaints from inmates are blown off, it is my policy that I be notified of **all** complaints made by inmates that are of a criminal or other serious nature. My experience and my responsibility help me keep an open mind into whether or not employees of this organization are capable of serious misconduct.

It was brought to my attention on Sat that a female inmate alleged that she was sexually assaulted in her cell by a guard.

I immediately ordered that a criminal investigation be launched to determine if facts and evidence existed to support the claim.

There are certain professions that rely almost totally on trust. For example we trust teachers with our kids and don't expect them to be abused or violated while in their care. We trust our elderly to nursing homes and we don't expect them to be abused or violated.

Law enforcement is one of those professions based almost entirely on trust. After the background investigations are completed and character references are checked out, the public trusts that we will act in certain ways and refrain from acting in other ways.

James Howard planned this. He knew that there would be an opportunity to exploit the safeguards and he took it. He took keys kept in the event of a power failure for doors that are electronically locked. We had a female employee assigned to the area. We have surveillance cameras in the cell area that captured him entering one of the victim's cells. James Howard proved that no system or policy can stop a human being hell bent on defeating it. At some point we have to rely on our employees conscience.

We examine policies and procedures on an ongoing basis-not just after an incident like this to determine if improvements can be made,

however I remind you that policies didn't sexually assault these two female inmates, James Howard did and he needs to be held responsible. Thousands of both male and female employees work in the area where females are housed without ever taking advantage of them.

This is a betrayal of Howard's family, this organization and the public trust.